



# INTERCOM



## SOCIAL INVESTMENT NEWS

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*Mission - To help residents of inner cities improve the quality of their lives  
to reflect individual God-given dignity and personal achievement*

### Center for Effective Leadership, Learning, and Service (CELLS)

In order to continue to provide employees of NCC with the opportunity to improve the quality of their lives to reflect God-given dignity and personal achievement, CELLS is our newest impetus. Andrea Notare, a recent education graduate from Temple University is directing the Center.

Dr. Notare and her assistant, Al Galloway, have already established several on-going training workshops as well as other initiatives.

- ♦ **Customer Service** for those who provide direct service to customers -
  - Business etiquette - answering phones, greeting guests, memos, letters, friendly/courteous manner, etc.
  - Group process skills - creating effective teams, etc.
  - Technical skills - computers, phones, FAX machines, registers, etc.
- ♦ **Human Relations** for all employees -
  - Dealing with diversity, sexual harassment, development of interpersonal skills, conflict resolution, etc.
- ♦ **Supervisor Training** for all those who direct/instruct other employees -
  - NCC historial overview
  - Importance of corporate symbols
  - NCC mission, goals
  - Supervisor's role in implementing mission
  - Myers-Briggs Type Indicator
  - Ideal supervisor
  - Team work
  - Communication skills
  - Etc.



♦ **Technical Assistance to Network -**

- Computer
- Grant writing
- Program/staff evaluation
- Group facilitation
- Special projects identified by directors

♦ **Career Ladder Program -**

- Monitoring within each department
- Conducting information sessions regarding career opportunities within NCC
- Designing career ladder profile on each employee

♦ **Developing Partnerships with Colleges/Universities -**

- Bloomfield College - certificate programs, academic course offerings
- Essex County College - course offerings
- Montclair State University - continuing education units
- Seton Hall University - academic course offerings

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| <b>Employability</b> |
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It has become increasingly important for youth in the inner city to learn more than technical skills to make them employable. Inclined by virtue of background and influence, many of our youth live only in the present. The emotion-of-the-moment ignores the past and cares little for the future. Changing this attitude/habit is critical for ongoing employment.

Therefore, every course, workshop, and development program in NCC includes Life Skills. Specifically, NCC Employment Services has a component on getting and keeping a job which includes: setting an alarm, getting up out of bed on time, cleanliness, proper dress, being on time, responsibility on the job, time management, interpersonal relationships, controlling emotions, conflict resolution, beauty of ethnic diversity, integrity, sexual harassment, understanding that your boss/supervisor **CAN** tell you what to do, and a host of other do's and don'ts.

Basic job readiness also teaches effective interviewing skills, presenting yourself on forms and resumes, managing stress, staying healthy, managing finances/budget, dressing for success on a budget, and developing a career plan.

Additionally, NCC Workforce Development works closely with and is advised by their Industrial Advisory Board which is composed of employers/managers of local industries. The Board's input is essential for the development of future self-reliant and financially stable contributors to their community.



## Social Services

*By love serve one another*  
*Galatians 5:13*

***Magnolia Brown*** is the President of the Residents Association. She lives in NCC Associates Senior Citizen Housing.

Every morning before 6:00 a.m., Magnolia is downstairs in the big kitchen ***preparing*** to prepare her Meals on Wheels. The food is cooked in the Extended Care Facility kitchen and trucked over at mid-morning. Ms. Brown dishes up the food, weights, and distributes the proper amount and nutrition content for each senior in the program.

Magnolia is an active, outgoing, and highly responsible woman who wears her **91 years** very comfortably and ***not at all noticeably***.

[illegible]

**Isaac Pemberton** is a retired chef who lives in Magnolia's complex, NCC Associates. As a short-order cook, Isaac is without peer. He has full responsibility for the Congregate Breakfast Program which comes out of the Division of Health and Human Services in Trenton.

The purpose of the program is to help reduce isolation of frail, elderly seniors. As the name indicates, it is the coming together to eat of those who rise early.

Mr. Pemberton is a gentle multi-talented man who is given full credit for the success of the program. While there is a particular and nutritious menu, Isaac, who will try anything, has the ability to put it together in a most creative manner. Since Isaac is only in his early 70's, we expect to have him and his outstanding talent with us for many years to come.

## Affordable Housing

New Jersey Housing Opportunity Fund II sponsors Garden State Affordable Housing, Inc., a non-profit subsidiary of NCC.

## Purpose

To help increase the supply of much needed affordable housing for citizens of New Jersey.

## Background

The Low Income Housing Tax Credit Program was developed as an incentive to stimulate the production and preservation of low income housing. It offers a reduction in federal income taxes for investors in qualified, affordable housing projects. Investors can take the credits annually for a period of ten years.

## Benefits

The tax credits are particularly beneficial to corporate investors who wish to capitalize on the incentives in the Internal Revenue Code. A dollar of tax credits will offset a dollar of tax liability. The advantages of this investment are not limited to finance. The investment allows banks and corporations to reinvest in the communities where they operate and increase the availability of affordable housing.

The fund will be an ongoing resource for housing in New Jersey.



## *Len Edward James*

Len is an accredited carpenter/plumber who learned no more in training than he did at his grandfather's knee. Presently he is a member of the NCC Environmental Services Department working at St. Rose Church, School, and Rectory.

Born, raised, and trained in Brewton, Alabama, Len was on the road to becoming a professional bowler. After a knee accident, the bowling dream was shattered. He went to New Orleans where he worked as a chef for a few years.

When Len arrived in Newark in 1960, he found work as a welder. It served him well since he married in 1966 and raised two children. Len's wife, Joyce, is a Newark pre-school teacher. His 30 year old daughter, Sonya, is a registered nurse in Raleigh, N.C.; Len, Jr. studied pharmacy for five years but switched his major to business and now manages a sporting goods store in Jersey City. Len has been involved with St. Rose since 1972 when he became President of the Home/School Association. At the time he was working for Thornton Drum Ring and subsequently as a self-employed carpenter.

At the appropriate time in the life of his son, Len was a Cub Scout Master. Also, he is a member of the Civilian Patrol - Neighborhood Watch. Len takes great pride in his accomplishments especially that of being an ordained deacon in Vinyard Baptist Church in Orange, N.J.

New Community salutes this outgoing, pleasant, highly competent worker who has been evaluated as well above standard since coming to NCC. We are blessed to enjoy the talents of a very principled and cheerful gentleman.



### **Social Investment**

Recall the expression - "there is nothing new under the sun"

... this, rather, is the fasting that I wish ... sharing bread with the hungry,  
sheltering the oppressed and homeless, clothing the naked when you see  
them, and not turning your back on your own. *Is. 58:6-7*

Isaiah's words are just as true today as they were in the days of the old Testament.

NCC is still determined to alleviate, if not eliminate, these problems. We do not give fish to the poor; we teach them how to fish. Hence, the reason for so much emphasis on training and job development.

With an 8% return, will you help us to produce self-reliant, financially independent citizens?